# Sociology of Organisational and Cultural Processes

## Prof. Carla Lunghi, Prof. Sara Mazzucchelli

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course aims to provide students with:

* knowledge to observe and interpret today's society and organisational realities
* knowledge to understand the complexity of the cultural dynamics of consumer action.
* theoretical and practical skills for interacting in complex cultural contexts such as organisational realities, in order to perform their professional psychological tasks with greater awareness.

The first part of the course (Module 1: Prof. Lunghi) will introduce the most significant concepts, research and questions to the contemporary sociological debate with particular reference to consumer action.

At the end of the course, students will be able to:

1. use the specific lexicon of sociology
2. distinguish the sociological features of the study of culture
3. identify the cultural and social characteristics of consumer action with special attention to the phenomenon of critical consumption and collaborative consumption
4. analyse in detail responsible consumption in the textile-clothing industry.
5. identify the different dimensions of the sharing economy.

The second part of the course (Module 2: Prof. Mazzucchelli) aims to:

* provide students with a framework to the socio-cultural context in which people and organisational realities operate;
* enhance the categories of sociological reflection in order to critically analyse, and intervene in, organisational and cultural processes;
* illustrate the main theoretical models, policies and measures relating to the reconciliation of work and family life;
* frame the main changes taking place from a legislative point of view, with a focus on culture and business practice (legislation on leave, smart working);
* illustrate, by way of ad hoc research, the emerging topics and main challenges facing businesses today.

At the end of the course, students will be able to:

* *know and understand* the presented contents, the organisational context in its complexity, the interrelation with the social context, the role of the different players involved in policies and measures of conciliation, and the future challenges facing companies in their welfare role;
* *apply their knowledge and understanding,* identifying the cultural drivers underlying various corporate practices and choices; carrying out conciliation needs assessments; planning, implementing and evaluating good business practices; evaluating distress situations and identifying cognitive and behavioural coping strategies; and identifying solutions for promoting well-being in the workplace;
* *make autonomous judgements,* examining emerging topics and challenges in the business environment in their entirety and complexity, devising innovative and original resolutory interventions;
* *acquire communication skills* and a specific lexicon that integrates psychological, juridical and sociological knowledge, and improve their personal and work-group presentation skills.

***COURSE CONTENT***

The course is divided into two modules that will be carried out in succession.

First Module: *Prof. Carla Lunghi* (30 hours)

The following topics will be addressed:

* study culture from a sociological point of view
* the consumer goods as information system
* consuemr goods and social policy
* critical consumption: characteristics and peculiarities
* critical consumption in the textile-clothing sector
* sharing economy in Italy

Second Module: *Prof. Sara Mazzucchelli* (30 hours)

Prof. Sara Mazzucchelli's module will address the following topics:

* the company in the context of new needs;
* reconciling work and family: from theory to practice, theoretical models, players involved, policies and measures;
* framing the main changes taking place from a legislative point of view, with a focus on culture and business practice (eg. legislation on leave, smart working);
* welfare within level II negotiation (industrial relations)
* what welfare is used for: the company does it, the trade union asks for it
* the role of providers
* problems and discussions: result bonus and welfare;
* an assessment of conciliation needs; planning, implementation and evaluation of good business practices;
* stress & coping, and the promotion of well-being in the workplace;
* analysis of emerging issues in the corporate environment: parenting management; ageing workforce and age management; silent transitions: facing and managing separation/divorce, illness in oneself or in a family member at the company; changes at work, changes in one's relational and life structure: how to accompany job related mobility.

***READING LIST***

Module 1 (Prof. Lunghi):

Study of the materials uploaded on Blackboard (slides of the lessons)

D. S. Hachen Jr., *La sociologia in azione. Come leggere i fenomeni sociali,* Carocci, Roma, 2015, (chapter 3; pp. 109-140).

A text to be chosen from:

C. Lunghi, *Creative evasioni. Manifatture di moda in carcere,* Franco Angeli, Milano, 2012.

l. Bovone e C. Lunghi , *Italia creativa. Condivisione, Sostenibilità, Innovazione,* Donzelli, Roma, 2020.

Module 2 (Prof. Mazzucchelli):

L. Pesenti, *Il welfare in azienda*. Edizione aggiornata, Vita e Pensiero, Milano, 2019

Materials and articles uploaded to Blackboard during the course.

C. Manzi, S. Mazzucchelli (2020) (Eds.), *Famiglia e lavoro: intrecci possibili*, Studi Interdisciplinari sulla famiglia, 31, Vita&Pensiero, Milano.

Materials and articles uploaded on Blackboard during the course.

***TEACHING METHOD***

Frontal lectures, testimonials and guided practical work.

During lectures, use will be made of explanatory slides. All material will be published on Blackboard.

***ASSESSMENT METHOD AND CRITERIA***

The exam consists of two oral tests, one relating to Professor Lunghi's syllabus and the other to Professor Mazzucchelli's syllabus.

Students will be assessed on their level of knowledge, their re-elaboration skills, and their ability to draw critical connections between syllabus topics.

The following aspects will be subject to specific assessment during the oral interviews

* specific vocabulary used
* logical presentation of topics
* correctness of conceptual connections
* critical ability to re-elaborate topics.

The final assessment consists of the sum of the marks obtained in the oral tests of the two modules, each of which is assessed according to the following marking ranges:

0-5: low level of knowledge and/or poor ability to rework and critically relate course topics.

6-10: fair level of knowledge and adequate ability to rework and critically relate course topics

11-15: excellent knowledge and excellent ability to rework and critically relate course topics

***NOTES AND PREREQUISITES***

There are no prerequisites for attending the course. However, a degree of interest and intellectual curiosity regarding the study of society, social relations and cultural and organisational dynamics is assumed.

Students are advised to regularly consult the Blackboard platform (which each student must update with their usual e-mail address) for notices and updates.

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.